



Alameda County Schools Insurance Group (ACSIG)
5776 Stoneridge Mall Rd., Suite 130 Pleasanton, CA 94588

MINUTES Full Board

Date: Thursday, May 21, 2015
Time: 12:00PM
Location: Alameda County Office of Education
 313 W. Winton Ave.
 Hayward, CA 94544

I. The meeting was called to order by Candi Clark at 12:25 PM

II. Members present

Dr. Candi Clark	Vice President	Castro Valley USD
Teresa Kapellas	Board Member	Alameda COE
Dr. Robert Clark	Board Member	Alameda USD
Lydia Lotti	Board Member	Dublin USD
Dora Siu	Board Member	Emery USD
Raul Parungao	Board Member	Fremont USD
Akur Varadarajan	Board Member	New Haven USD
Bryan Richards	Board Member	Newark USD
Song Chin-Bendib	Board Member	Piedmont USD
Annette Heldman	Board Member	San Lorenzo USD
Julie Duncan	Board Member	Tri-Valley ROP
Kimberly Dennis	Executive Director	ACSIG
Desiree Endert	Admin Assistant	ACSIG
Ron Martin	Guest	Keenan & Associates
Tara Cooper-Salaiz	Guest	Keenan & Associates
Patrice Grant	Guest	Keenan & Associates
Tara Schilling	Guest	Keenan & Associates
Christine Garbasi	Guest	Keenan & Associates
Laurena Grabert	Guest	SETECH
Cary Allison	Guest	Morgan Stanley

III. Acceptance of the Agenda

It was moved by Akur Varadarajan and seconded by Song Chin-Bendib to accept the agenda as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan,

Nays: None

Abstain: None

IV. Public Comment on Open Session Agenda Items

There was no public present to comment.

Consent Calendar

- Keenan TPA Agreement
- PLCA Contract
- Executive Committee Minutes from October 30, 2014
- Executive Committee Minutes from January 16, 2015
- Executive Committee Minutes from March 12, 2015
- Full Board Minutes from November 6, 2014
- 2nd Quarter Financials
- 2nd Quarter Investment Report
- Investment Policy
- Conflict of Interest Code
- Authorization of Signatures
- Posting and Mailing Address
- Dental Actuarial Report
- Property & Liability Actuarial Report

It was moved by Robert Clark and seconded by Akur Varadarajan to approve the consent calendar as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan,

Nays: None

Abstain: None

General

V. Keenan Special Recognition

Christine Garbasi from Keenan & Associates presented Alameda County Schools Insurance Group with an Award of Excellence in recognition of one of ACSIG's districts having completed the millionth course. They recognized ACSIG's contribution to the dedication of safety and Kimberly's leadership with a \$5000 check and plaque.

VI. Third Quarter Financials

Laurena Grabert from SETECH presented the 2014/2015 Third Quarter Financial statements.

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Position
Consolidated
As of 06/30/2014 and 03/31/2015

	Audited As of 06/30/2014	Activity 07/01/2013 - 03/31/2015	Unaudited As of 03/31/2015
Assets:			
Current Assets			
Workers Compensation	\$ 5,777,645	1,622,698	\$ 7,400,343
Dental	4,274,869	(1,957,184)	2,317,685
Vision	981,887	30,521	1,012,408
Property and Liability	733,370	168,123	901,493
Operations	423,786	(95,183)	328,603
Cash and Cash Equivalents	<u>\$ 12,191,557</u>	<u>(231,025)</u>	<u>\$ 11,960,532</u>
Investments Morgan Stanley - current	761,402	(138,099)	623,303
Accounts Receivable	6,023,869	108,205	6,132,074
Prepaid Expense	--	--	--
Interfund Receivable/(payable) (1)	--	--	--
Subtotal Current Assets	<u>18,976,828</u>	<u>(260,919)</u>	<u>18,715,909</u>
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	14,664,893	487,123	15,152,016
Capital - Equipment, net of depreciation	<u>4,739</u>	<u>(3)</u>	<u>4,736</u>
	<u>14,669,632</u>	<u>487,120</u>	<u>15,156,752</u>
Total Assets	<u>\$ 33,646,460</u>	<u>\$ 226,201</u>	<u>\$ 33,872,661</u>
Liabilities:			
Current Liabilities			
Accounts Payable	\$ 2,526,347	\$ 1,496,581	\$ 4,022,928
Prefunding deposits (2)	3,116,431	--	3,116,431
Advance Contributions	--	--	--
Current Portion of claims and claim adjustment	4,080,459	(696,938)	3,383,521
Subtotal Current Liabilities	<u>9,723,237</u>	<u>799,643</u>	<u>10,522,880</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	22,841,074	(2,566,272)	20,274,802
Unallocated Loss Adjustment Expense (ULAE)	1,274,819	285,000	1,559,819
Subtotal Claim Liabilities	<u>24,115,893</u>	<u>(2,281,272)</u>	<u>21,834,621</u>
Total Liabilities	<u>\$ 33,839,130</u>	<u>\$ (1,481,629)</u>	<u>\$ 32,357,501</u>
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	(197,409)	1,707,833	1,510,424
Designated - Capital Assets	<u>4,739</u>	<u>(3)</u>	<u>4,736</u>
Total Net Position	<u>\$ (192,670)</u>	<u>\$ 1,707,830</u>	<u>\$ 1,515,160</u>
Total Liabilities and Ending Net Position	<u>\$ 33,646,460</u>	<u>\$ 226,201</u>	<u>\$ 33,872,661</u>

Footnote:

- (1) Interfund transfers net to zero on consolidated financial statements. This is an internal function used to transfer or allocate expense and income from one program to another without transfer of cash.
- (2) Estimated six weeks of dental claims funded by each member to maintain positive cash flow.
- (3) Morgan Stanley Smith Barney Investment shown at Fair Market Value, accrued interest shown as accounts receivable.

Alameda County Schools Insurance Group (ACSIG)
Consolidated

Statement of Revenues, Expenditures and Changes in Net Position
For The Nine Months Ended 03/31/2015

	Cash Activity			Balance			Percentage
	07/01/2014		Change in	Year	2014/2015	Variance	of
	03/31/2015	Allocations	Accruals	to Date	Budget		Budget
Audited - Beginning Net Position, as of 07/01/2014				\$ (192,670)			
Beginning Cash	\$ 27,617,852				\$ (192,670)		
Operating Revenue:							
Premiums Paid by Members	\$ 103,568,118	\$ (35,131)	\$ 134,085	\$ 103,702,203	\$ 128,003,769	\$ (24,301,566)	81.01 %
Total Operating Revenue	103,568,118	(35,131)	134,085	103,702,203	128,003,769	(24,301,566)	81.01
Operating Expenditures:							
Classified Salaries	130,871	--	(10,843)	120,028	169,000	(48,972)	71.02
Statutory Benefits	50,994	--	--	50,994	58,617	(7,623)	87.00
Health & Welfare	17,720	--	--	17,720	20,992	(3,272)	84.41
Employer Tax Expense	39,292	--	--	39,292	57,561	(18,269)	68.26
Telephone & Internet	3,646	--	(603)	3,043	8,000	(4,957)	38.04
Supplies - Office	2,560	--	--	2,560	20,000	(17,440)	12.80
Supplies - Other	2,793	--	--	2,793	5,500	(2,707)	50.78
Eligibility Processing	137,004	--	--	137,004	180,000	(42,996)	76.11
Brokerage Fees-Dental-ACSIG	190,066	--	80	190,146	258,000	(67,854)	73.70
Brokerage Fees-Dental-MD	201,876	--	--	201,876	183,600	18,276	109.95
Travel and Conferences	18,920	--	(931)	17,989	15,000	2,989	119.93
Mileage	5,112	--	--	5,112	7,000	(1,888)	73.03
Dues & Memberships	835	--	--	835	1,000	(165)	83.50
Postage & Meter	1,980	--	--	1,980	5,000	(3,020)	39.60
Insurance Expense-PIPS&NCR	16,161,768	--	--	16,161,768	19,323,300	(3,161,532)	83.64
Insurance Expense-PIPS Adj	957,488	--	--	957,488	--	957,488	--
Utility - Operating-Rent	59,985	(35,131)	--	24,854	25,000	(146)	99.42
Advertising	--	--	--	--	--	--	--
Contract Services	7,900	--	--	7,900	12,500	(4,600)	63.20
Contract Services -FL-Investigation	--	--	--	--	--	--	--
Contract Services	17,773	--	--	17,773	6,000	11,773	296.22
Audit Fees	11,475	--	--	11,475	15,000	(3,525)	76.50
Other Services/Operating Expenses	2,151	--	--	2,151	10,000	(7,849)	21.51
Capital Equipment/Depreciation	(3)	--	3	--	7,500	(7,500)	--
Repairs & Maintenance	948	--	--	948	2,000	(1,052)	47.40
Legal	--	--	--	--	2,000	(2,000)	--
Accounting Services	9,825	--	(3,250)	6,575	13,000	(6,425)	50.58
County Courier	--	--	--	--	2,500	(2,500)	--
Shredding	736	--	(123)	613	1,500	(887)	40.87
Copier & Scanner	9,435	--	--	9,435	10,000	(565)	94.35
Claims Administration Services	181,817	--	(2,042)	179,775	194,000	(14,225)	92.67
Self-Insurance Fee	209,492	--	--	209,492	280,000	(70,508)	74.82
Claims Paid-WC	2,805,388	--	(113,084)	2,692,304	3,100,000	(407,696)	86.85
Claims Paid-FL	20,079	--	12,379	32,458	75,000	(42,542)	43.28
Physical Abilities Testing	8,063	--	--	8,063	5,000	3,063	161.26
Training	4,249	--	--	4,249	10,000	(5,751)	42.49
First-Aid Program	16,576	--	--	16,576	15,000	1,576	110.51
Food Service Training	--	--	--	--	10,000	(10,000)	--
Special Ed Training	--	--	--	--	20,000	(20,000)	--
Bank Charge & WC Penalty Reimb	9,262	--	--	9,262	12,000	(2,738)	77.18
Cobra Premiums	122,062	--	--	122,062	240,000	(117,938)	50.86
Dental Insurance Premiums	80,602,273	--	1,464,373	82,066,646	103,200,000	(21,133,354)	79.52
Vision Insurance Premiums	1,887,223	--	--	1,887,223	2,044,000	(156,777)	92.33
Claim Development Expense	--	--	(2,978,210)	(2,978,210)	(2,810,000)	(168,210)	105.99
ACA Fees	--	--	--	--	--	--	--
Total Operating Expenditures	103,909,634	(35,131)	(1,632,251)	102,242,252	126,814,570	(24,572,318)	80.62 %
Net Increase/(Decrease) from Operations	(341,516)	--	1,766,336	1,459,951	1,189,199	270,752	%
Non Operating Income/(Expense)							
Interest Income	419,657	--	(211,636)	208,021	265,750	(57,729)	78.28
Net Increase/(Decrease) in Fair Value	30,968	--	--	30,968	--	30,968	--
Realized Gain/(Loss) on Investments	8,890	--	--	8,890	--	8,890	--
Interfund Trans, Other Inc/Exp	--	--	--	--	33,450	(33,450)	--
Total Non Operating Income/(Expense)	459,515	--	(211,636)	247,879	299,200	(51,321)	82.85 %
Ending Cash	\$ 27,735,851	--	--	--	--	--	--
Net Increase/(Decrease) in Net Position	\$ --	\$ 1,554,700	--	1,707,830	\$ 1,488,399	\$ 219,431	%
Unaudited - Ending Net Position, as of 03/31/2015	\$ 1,515,160				\$ 1,295,729	\$ 219,431	

It was moved by Raul Parungao and seconded by Bryan Richards to approve the Third Quarter Financials as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

VII. Third Quarter Investment Report

Cary Allison from Morgan Stanley reviewed the 2014/15 Third Quarter Investment Report with the Board.

Change in Value and Dollar Weighted Return % (Net of fees)

Date of Report 03/31/15

Inception date 07/12/10

Beginning Total Value \$9,999,850.00

Net Contributions/Withdrawals \$5,033,025.75

Appreciation + Income \$891,957.54

Total Ending Value \$15,924,833.29

Current Quarter 0.86%

Year to Date 0.86%

Since Inception (annualized % per year) 1.36%

Historical Time Weighted Return % (Net of fees)

Last 3 Years (annualized % per year) 1.14%

Last 5 Years (annualized % per year) -

Year 2010 0.29%

Year 2011 1.91%

Year 2012 2.44%

Year 2013 -0.03%

Year 2014 1.01%

Year 2015 0.86%

Corporate bonds as percentage of portfolio 28.78%

VIII. 2015/2016 Budget

The Executive Director presented the 2015/2016 Budget to the Board. The Executive Director pointed out that in prior years ACSIG has utilized proceeds from the Dental fund to the ACSIG administrative operations. In the 2013/2014 year ACSIG conducted a time study to help determine salary, benefits and costs distribution throughout the programs. The 2015/2016 budget reflects this distribution.

Alameda County Schools Insurance Group (ACSIG)
Consolidated
2015/2016 Budget

	Budget 2015/2016	Allocations	Change in Accruals	Actuals As of 3/31/14	2015/2016 Budget	2014/2015 Budget
Audited - Beginning Net Position, as of 07/01/2014				\$ (2,424,500)		
Beginning Cash	\$ (6,468,552)				\$ (2,424,500)	\$ (2,379,965)
Operating Revenue:						
Premiums Paid by Members	\$ 136,326,495	\$ --	\$ --	\$ 136,326,495	\$ 136,326,495	\$ 128,005,769
Total Operating Revenue	136,326,495	--	--	136,326,495	136,326,495	128,005,769
Operating Expenditures:						
Classified Salaries	221,043	--	--	221,043	221,043	169,000
Statutory Benefits	78,846	--	--	78,846	78,846	58,617
Health & Welfare	39,000	--	--	39,000	39,000	20,992
Employer Tax Expense	67,938	--	--	67,938	67,938	57,561
Telephone & Internet	10,500	--	--	10,500	10,500	8,000
Supplies Office	10,500	--	--	10,500	10,500	20,000
Supplies - Other	10,500	--	--	10,500	10,500	5,500
Eligibility Processing	185,808	--	--	185,808	185,808	180,000
Brokerage Fees-Dental-ACSIG	284,000	--	--	284,000	284,000	258,000
Brokerage Fees-Dental-MD	276,000	--	--	276,000	276,000	183,600
Travel and Conference	19,500	--	--	19,500	19,500	15,000
Mileage	7,350	--	--	7,350	7,350	7,000
Dues & Memberships	1,300	--	--	1,300	1,300	1,000
Postage & Meter	2,750	--	--	2,750	2,750	5,000
Insurance Expense-PPS&NCR	21,125,746	--	--	21,125,746	21,125,746	19,323,300
PPS payroll adjustment	500,000	--	--	500,000	500,000	--
Utility - Operating Rent	27,648	--	--	27,648	27,648	25,000
Advertising	2,100	--	--	2,100	2,100	--
Contract Services	19,025	--	--	19,025	19,025	12,500
Contract Services-PL-Investigation	--	--	--	--	--	--
Contract Services-PL-Legal	10,000	--	--	10,000	10,000	4,000
Audit Fees	16,350	--	--	16,350	16,350	15,000
Other Services/Operating Expenses	7,125	--	--	7,125	7,125	10,000
Capital Equipment/Depreciation	5,250	--	--	5,250	5,250	7,500
Repairs & Maintenance	5,250	--	--	5,250	5,250	2,000
Legal	5,250	--	--	5,250	5,250	2,000
Accounting Services	15,750	--	--	15,750	15,750	13,000
County Courier	3,675	--	--	3,675	3,675	2,500
Shredding	2,100	--	--	2,100	2,100	1,500
Copier & Scanner	15,000	--	--	15,000	15,000	10,000
Claims Administration Services	193,429	--	--	193,429	193,429	194,000
Self Insurance Fee	246,609	--	--	246,609	246,609	280,000
Claims Paid-WC	4,000,000	--	--	4,000,000	4,000,000	3,100,000
Claims Paid-PL	100,000	--	--	100,000	100,000	75,000
Physical Abilities Testing	22,500	--	--	22,500	22,500	5,000
Training	5,000	--	--	5,000	5,000	10,000
First-Aid Program	25,000	--	--	25,000	25,000	15,000
Food Service Training	10,000	--	--	10,000	10,000	10,000
Special Ed Training	10,000	--	--	10,000	10,000	20,000
Bark Charge & WC Penalty Reimb	--	--	--	--	--	12,000
Cobra Premiums	235,000	--	--	235,000	235,000	240,000
Dental Insurance Premiums	106,652,000	--	--	106,652,000	106,652,000	103,400,000
Vision Insurance Premiums	2,550,000	--	--	2,550,000	2,550,000	2,044,000
Claim Development Expense	(3,000,000)	--	--	(3,000,000)	(3,000,000)	(2,810,000)
Prior Year Adjustment	(50,000)	--	--	(50,000)	(50,000)	--
Total Operating Expenditures	133,974,843	--	--	133,974,843	133,974,843	127,014,570
Net Increase/(Decrease) from Operations	2,351,652	--	--	2,351,652	2,351,652	989,199
Non Operating Income/(Expense)						
Interest Income	218,250	--	--	218,250	218,250	265,750
Change in PMV	--	--	--	--	--	--
Realized Gain/(Loss)	--	--	--	--	--	--
Net, Interfund Transfer	--	--	--	--	--	35,450
Total Non Operating Income/(Expense)	218,250	--	--	218,250	218,250	299,200
Ending Cash	\$ (3,898,650)	--	--			
Net Increase/(Decrease) in Net Position	\$ --	\$ --	\$ --	2,569,902	\$ 2,569,902	\$ 1,288,399

It was moved by Raul Parungao and seconded by Song Chin-Bendib to approve the 2015/2016 Budget as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

Dental

IX. Dental Rates 2015/2016

The Executive Director presented the 2015/2016 Dental Rates to the Board. ACSIG will continue into 2015/2016 with no rate increase due to the growth of the program by 2.4%. Due to the ACSIG dental pool exceeding 90,000 lives, the administrative rate from Delta Dental has gone from 5.87% of claims to 5.86%.

There will also be a \$200,000 rebate distributed amongst the members.

It was moved by Akur Varadarajan and seconded by Annette Heldman to accept the 2015/2016 Dental Rates as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

Vision

X. Actuarial Study-Vision

The Executive Director presented the Actuarial Study for the Vision Program, which is required every 2 years. The reserve estimates went from \$134,000 to \$142,000, which is in line with the growth of the program. Reserves are for claims that may occur and have a financial impact on the program.

It was moved by Bryan Richards and seconded by Raul Parungao to accept the Vision Actuarial Study as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

XI. Vision Rates 2015/2016

The Executive Director presented the 2015/2016 Vision Program Rates to the Board. The program has shown 14.9% growth and continues to grow due to ACSIG allowing members to design their own custom plans in which the member (group) assumes liability for. Other programs tend to be more regimented. Due to the programs growth, trends in performance, and VSP's administrative fees being reduced 13.5% to 10.5% the 2015/2016 rates will remain flat.

It was moved by Julie Duncan and seconded Akur Varadarajan to accepted the 2015/2016 Vision Rates as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

Property & Liability

XII. Property & Liability Rates 2015/2016

The Executive Director presented the 2015/2016 Property and Liability rates. ACSIG has 5 members in the Property & Liability pool, which attaches to NCR at the \$25,000 SIR. In 2014/2015 there were zero claims but the years before had sizeable claims which have not dropped off. ACSIG's current ex-mod is 1.29 within NCR. NCR rates have increased significantly. The rates for ACSIG are currently showing a 19.5% increase. Additionally, ACSIG needs to fund a \$100,000 loss fund to pay the SIR for 2 claims in Property and 2 claims in Liability along with the \$12,250 safety inspection.

2015/2016 estimated Property & Liability Program Rates

	Property	Liability	Total
ACSIG			
ACOE	\$30,081	\$33,083	\$63,164
Albany	\$74,074	\$171,855	\$245,929
Dublin	\$189,276	\$367,949	\$557,226
Emery	\$15,107	\$31,476	\$46,583
Piedmont	\$72,564	\$120,865	\$193,429
ACSIG TOTAL	\$381,102	\$725,229	\$1,106,331

\$50,000 loss fund funding included for Property
\$50,000 loss funding included for Liability
Safety Inspection fee of \$12, 250 Included

It was moved by Raul Parungao and seconded by Akur Varadarajan to approve the 2015/2016 Property Liability rates as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

Workers Compensation

XIII. Actuarial Study - Ultimate Loss

The Executive Director presented the February 2015 Actuarial study of the ultimate loss of the self-insured portion of the ACSIG Workers Compensation program. Bay Actuarial estimates that ACSIG's liability for unpaid losses was \$25.8 million on December 31, 2014 and they project that it will be \$24.9 million on June 30, 2015. The discounted estimate (1.5% interest) is \$22.5 million on December 31, 2014 and \$21.7 million on June 30, 2015. Claim estimates have fallen \$668,000.

It was moved by moved by Teresa Kapellas and seconded by Annette Heldman to approve the Actuarial Study-Ultimate Loss and presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

XIV. Actuarial Study - Ex-Mods

The Executive Director presented the February 2015 Actuarial Study that determined the 2015/2016 program year experience modification factor.

Experience Modification factor takes a look at ACSIG as a whole and how each member performs within the ACSIG program. As a whole, all numbers should equal 1 due to some members performing above average and some performing below.

ACSIG as an entity approved the assumption that member will have an ex-mod below .75 and no member will have an ex-mod 1.25 to help protect one another.

MEMBER	NEW EX-MOD 2015/2016	EX-MOD 2014/2015	EX-MOD 2013/2014	EX-MODS 2012/2013	EX-MODS 2011/2012
ACOE	0.750	0.750	0.812	0.7500	0.7500
ALAMEDA	0.993	0.929	0.948	0.8420	0.8150
ALBANY	0.901	0.951	0.942	0.7990	0.7500
CASTRO VALLEY	0.826	0.750	0.750	0.8420	0.8200
DUBLIN	0.858	0.858	0.750	0.7500	0.7500
EDEN ROP	1.018	0.973	0.750	0.9580	0.8980
EMERY	0.750	0.750	0.997	0.8000	0.8860
FREMONT	1.139	1.207	1.250	1.2500	1.2336
LIVERMORE	1.174	1.103	1.086	1.0397	0.8664
MISSION ROP	0.815	0.878	0.810	0.7500	0.7984
MT. HOUSE	1.239	1.250	1.250	1.0589	0.8824
NEWARK	1.250	1.250	1.018	0.8940	1.0030
NEW HAVEN	0.901	0.815	0.899	0.9050	0.9550
PIEDMONT	0.750	0.768	0.750	0.7500	0.7500
PLEASANTON	0.750	0.791	0.867	0.8910	0.8784
SAN LEANDRO	1.065	0.980	0.800	0.9520	0.9924
SAN LORENZO	1.133	1.221	1.210	1.2466	1.0390
SUNOL GLEN	0.763	0.750	0.750	0.7500	0.7500
TRI VALLEY ROP	1.250	1.250	1.250	1.0150	0.8930

It was moved by Song Chin-Bendib and seconded by Akur Varadarajan to approve the Actuarial Study-Ex-mods as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

XV. Workers Compensation Rates 2015/2016

The Executive Director presented 2015/2016 Workers Compensation rates. The base rate has increased from \$2.50 to \$2.90. Almost 9% of that increase is due specifically to payroll growth. 7% is due to a slight increase in PIPS rate and administrative costs now being added to the Workers Compensation program. Based upon the actuarial study, 35 cents is added per \$100 of payroll towards reducing the deficit. To assist districts with budget planning, the 2015/2016 rates were based upon 2013/2014 audited payroll. But PIPS is paid based upon 2015/2016 actual payroll.

**2015/2016
Workers' Compensation Rates**

	2012/2013 Actual Payroll	2013/2014 Actual Payroll	Base Rate	Ex Mod	Rate per \$100 Payroll	2015/2016 PREMIUM
ACOE	\$24,296,949	\$24,636,551	2.90	0.7500	2.18	\$535,845
ALAMEDA	\$58,630,906	\$61,967,305	2.90	0.9930	2.88	\$1,784,472
ALBANY	\$23,391,712	\$24,982,608	2.90	0.9010	2.61	\$652,771
CASTRO VALLEY	\$50,900,948	\$53,460,195	2.90	0.8260	2.40	\$1,280,586
DUBLIN	\$43,645,636	\$49,742,372	2.90	0.8580	2.49	\$1,237,690
EDEN ROP	\$2,950,784	\$3,146,268	2.90	1.0180	2.95	\$92,884
EMERY	\$5,769,336	\$6,144,058	2.90	0.7500	2.18	\$133,633
FREMONT	\$190,702,524	\$197,019,408	2.90	1.1390	3.30	\$6,507,748
LIVERMORE	\$68,986,381	\$71,551,054	2.90	1.1740	3.40	\$2,436,027
MISSION ROP	\$3,623,289	\$4,077,930	2.90	0.8150	2.36	\$96,382
MT. HOUSE	\$220,969	\$207,725	2.90	1.2390	3.59	\$7,464
NEWARK	\$37,133,179	\$39,066,489	2.90	1.2500	3.63	\$1,416,160
NEW HAVEN	\$69,409,990	\$76,911,670	2.90	0.9010	2.61	\$2,009,625
PIEDMONT	\$20,361,901	\$21,060,384	2.90	0.7500	2.18	\$458,063
PLEASANTON *	\$85,215,119	\$90,406,310	2.90	0.7500	2.18	\$1,966,337
SAN LEANDRO	\$50,894,534	\$54,476,887	2.90	1.0650	3.09	\$1,682,519
SAN LORENZO	\$59,704,106	\$65,949,277	2.90	1.1330	3.29	\$2,166,895
SUNOL GLEN	\$1,439,393	\$1,562,931	2.90	0.7630	2.21	\$34,583
TRI VALLEY ROP	\$2,740,485	\$2,552,972	2.90	1.2500	3.63	\$92,545
TOTAL PREMIUMS	\$800,018,141	\$848,922,396				\$24,592,230

Average Ex Mod 1.00000

Payrolls based upon 2013/2014 Unaudited Actuals Reports provided by ACOE

* includes apprentice program

Rate Build UP

PIPS K-12 Rate	2.562735 (assumes a 5% increase and no change to ex-mod)		
ACSIG Ex-mod	0.9014	2.310049329	\$ 20,103,730.84
Claims Admin	176,000		\$ 176,000.00
Deficit	0.35		\$ 3,045,954.78
ACSIG Admin	\$ 157,375.00		\$ 157,375.00
Self-Insurance Fee	\$ 246,609.00		\$ 246,609.00
PIPS Adj	\$ 1,000,000.00		\$ 1,000,000.00
			\$ 24,729,669.62
est. 15/16 payroll	\$ 870,272,794.00		

Base Rate Increase	from \$2.50 to \$2.90	16.00%
	increase due to payroll	8.91%
	increase due to costs	7.09%

It was moved by Akur Varadarajan and seconded by Raul Parungao to approve the 2015/2016 Workers Compensation Rates as presented.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

XVI. Informational Report for Fiscal Year End

Laurena Grabert from SETECH presented the 2014/2015 Informational Report for the Fiscal Year Ended June 30, 2014. The following numbers reflect each member's portion of the unfunded liability.

Alameda County Schools Insurance Group														
Workers' Compensation														
Allocation Net Position - Assets/(Deficit) by Member														
As of 06/30/2014														
Members	Sub-Total From Page 4d	Program Years										Total		
		2002/2013		2013/2014		2013/2014		2013/2014		2013/2014				
		Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets			
Alameda COE	\$ (313,619)	2.00 %	\$ 43,094	2.29 %	\$ 46,823	-- %	\$ --	-- %	\$ --	-- %	\$ --	-- %	\$ --	(223,702)
Alameda	(1,262,389)	5.85	126,051	6.71	137,198	--	--	--	--	--	--	--	--	(999,140)
Albany	(373,638)	2.41	51,929	2.76	56,433	--	--	--	--	--	--	--	--	(265,276)
Castro Valley	(795,124)	5.31	114,416	4.72	96,509	--	--	--	--	--	--	--	--	(584,199)
Dublin	(574,484)	3.65	78,647	3.85	78,720	--	--	--	--	--	--	--	--	(217,117)
Eden ROP	(181,069)	0.37	7,972	0.28	5,725	--	--	--	--	--	--	--	--	(167,372)
Emery	(178,164)	0.67	14,437	0.80	16,357	--	--	--	--	--	--	--	--	(147,370)
Fremont	(2,127,625)	28.86	621,852	29.82	609,724	--	--	--	--	--	--	--	--	(896,049)
Livermore	(1,116,521)	9.10	196,060	9.31	190,360	--	--	--	--	--	--	--	--	(730,681)
Mission ROP	(116,780)	0.39	8,403	0.39	7,974	--	--	--	--	--	--	--	--	(100,403)
Mt. Diablo	(8,362)	0.03	646	0.04	818	--	--	--	--	--	--	--	--	(6,898)
Newark	(949,418)	4.36	93,946	4.46	91,193	--	--	--	--	--	--	--	--	(764,279)
New Haven	(1,670,553)	9.28	199,958	8.18	167,255	--	--	--	--	--	--	--	--	(1,303,348)
Piedmont	(354,355)	1.91	41,155	1.90	38,849	--	--	--	--	--	--	--	--	(274,351)
Pleasanton	(1,179,526)	9.71	209,223	9.50	194,245	--	--	--	--	--	--	--	--	(776,058)
San Leandro	(631,212)	6.13	132,084	5.15	105,301	--	--	--	--	--	--	--	--	(393,827)
San Lorenzo	(1,870,711)	9.42	202,975	9.22	188,520	--	--	--	--	--	--	--	--	(1,479,216)
San Ramon	(30,362)	0.13	2,801	0.13	2,658	--	--	--	--	--	--	--	--	(24,903)
Ta Valley ROP	(45,771)	0.42	9,051	0.49	10,019	--	--	--	--	--	--	--	--	(36,701)
Pleasanton Apprentice	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Totals	(13,579,683)	100.00 %	\$ 2,154,720	100.00 %	\$ 2,044,681	-- %	\$ --	-- %	\$ --	-- %	\$ --	-- %	\$ --	(9,380,282)

XVII. Deficit Review

Based upon the 2014 audit report, the Workers' Compensations program had an operating deficit of \$19.6 million. SETECH estimates an improvement of over \$9 million to that amount bringing the total new estimate down to \$6,176,693. It is projected that deficit will be eliminated in June 2017.

ADDITIONAL CONTRIBUTION RATE	\$0.35
INTEREST RATE	1%
PAYROLL INFLATION	1%

START	PAYROLL (\$100's)	STARTING FUNDS	ADDITIONAL CONTRIBUTION	INTEREST	YEAR END FUNDS
2011-12	\$7,873,713	\$0	\$2,755,799	\$27,558	\$2,783,357
2012-13	8,000,181	2,783,357	2,800,063	55,834	5,639,255
2013-14	8,489,224	5,639,255	2,971,228	86,105	8,696,588
2014-15	8,574,116	8,696,588	3,000,941	116,975	11,814,504
2015-16	8,659,857	11,814,504	3,030,950	148,455	14,993,909
2016-17	8,746,456	14,993,909	3,061,260	180,552	18,235,720
2017-18	8,833,920	18,235,720	3,091,872	213,276	21,540,868

START	DEFICIT Projections
2007-08	-\$11,665,076
2008-09	-\$10,919,940
2009-10	-\$19,310,026
2010-11	-\$19,665,295
2011-12	-\$17,007,608
2012-13	-\$11,728,142
2013-14	-\$9,380,282
2014-15	-\$6,379,341
2015-16	-\$3,348,391
2016-17	-\$287,132
2017-18	\$2,804,740

XVIII. 3 Year Point in Time Comparison

This report shows the frequency and severity of claims per district. This is a tool the service team uses help districts. This information is also used during file reviews with the teams at the district level.



Point in Time Comparison Report

Superpool name : Protected Insurance Program For Schools JPA (PIPS)
 Pool member : Alameda County Schools Insurance Group - PIPS
 Account name :

Incident from dt : 07/01/2012
 Incident to dt : 03/31/2013
 Valuation dt : Mar 2013, Mar 2014, Mar 2015

Alameda County Schools Insurance Group - PIPS Frequency and Severity

		7/1/2012 - 3/31/2013		7/1/2013 - 3/31/2014		7/1/2014 - 3/31/2015		Totals	
District	Count(36)	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity
Alameda County Office of Education		6	\$17,848	6	\$2,970	5	\$83,338	17	\$103,956
Alameda Unified School District		34	\$284,536	27	\$136,042	50	\$419,480	111	\$840,058
Altamont Unified School District		13	\$124,304	15	\$107,073	12	\$10,943	40	\$251,350
Castro Valley Unified School District		18	\$57,562	32	\$176,596	48	\$824,623	98	\$1,058,781
Dublin Unified School District		15	\$89,501	20	\$60,253	25	\$140,347	60	\$290,800
Eden Area ROP		4	\$28,995	2	\$1,048	1	\$1,548	7	\$31,591
Emery Unified School District		4	\$944	9	\$55,889	1	\$264	14	\$57,097
Fremont Unified School District		89	\$618,491	105	\$1,023,709	77	\$954,790	271	\$2,596,990
Livermore Valley Joint Unified School District		42	\$122,113	45	\$536,280	35	\$310,878	122	\$1,169,371
Mission Valley ROP		1	\$0	2	\$848	0	\$0	3	\$848
New Haven Unified School District		46	\$177,545	41	\$241,657	49	\$399,905	136	\$729,108
Newark Unified School District		30	\$156,698	35	\$87,566	20	\$212,222	85	\$456,487
Piedmont Unified School District		5	\$25,936	10	\$26,825	12	\$195,890	27	\$158,651
Pleasanton Unified School District		35	\$437,395	52	\$239,503	56	\$470,052	143	\$1,146,950
San Leandro Unified School District		28	\$117,362	33	\$130,631	30	\$206,817	92	\$454,810
San Lorenzo Unified School District		43	\$402,156	47	\$221,634	51	\$484,390	141	\$1,107,980
Sanol Glen School District		1	\$1,222	0	\$0	0	\$0	1	\$1,222
Tol Valley Regional Occupational Program		1	\$1,713	3	\$1,519	1	\$1,548	5	\$4,780
Totals		416	\$2,674,532	484	\$3,849,622	473	\$4,554,755	1,373	\$10,278,909

Administrative

XIX. Election of Executive Committee

Due to Dr. Candi Clark, Raul Parungao and Akur Varadarajans terms expiring, the Board was asked to nominate and vote on the election of three representatives to the Executive Committee. The board will also need to elect three people to finish the 2 vacant seats and Marie DeLaCruz' terms which expire in 2016.

It was moved by Bryan Richards and seconded by Teresa Kapellas that current Executive Committee members Candi Clark, Raul Parungao and Akur Varadarajan serve another two-year term.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

It was moved by Akur Varadajan and seconded by Raul Parungao to elect Luz Cázares, Annette Heldman and Allan Garde to finish the terms of the three vacant seats.

Ayes: C. Clark, R. Clark, Chin-Bendib, Duncan, Heldman, Kapellas, Lotti, Parungao, Richards, Siu, Varadarajan.

Nays: None

Abstain: None

XX. Service Team Vacancies

The Executive Director informed the board of the recent departure of Chris Stout, Loss Control and Arcenio Reyes, Claims Analyst. Keenan and ACSIG are currently conducting interviews to fill these positions.

XXI. ACSIG Salaries & Benefits

The Executive Director presented the cost of living increase proposal for the ACSIG staff. This item had to be shelved and an meeting conference call scheduled due to it being listed as an informational item.

2014-2015 salary settlements

ACOE	2.5	mgmt
ALAMEDA UNIFIED	1.75	
ALBANY	not settled	
CASTRO VALLEY	5	
DUBLIN	5	
EDEN ROP	0	
EMERY	5	
FREMONT	5.9	
LIVERMORE	2.58	
MISSION VALLEY ROP		
MT HOUSE		
NEWARK	3% retro 7/1/13, 2.5% effective 4/1/14 and 1.83% effective 7/1/14	
NEW HAVEN	not settled	
PIEDMONT	3	
PLEASANTON	2%	
SAN LEANDRO		
SAN LORENZO	4.02	+ 2.02% bonus
SUNOL GLEN		
TRI VALLEY ROP		

average from 12 settled agencies 3.61363636

XXII. Meeting Calendar

The Full Board received the draft 2015/2016 calendar with the following meeting dates.

October 29, 2015	Executive Committee	9am-noon
November 5, 2015	Joint Full Board w/HR	9am-noon
December 10, 2015	Executive Committee	9am-noon
March 10, 2016	Executive Committee	9am-noon
May 19, 2016	Executive Committee	12pm-3pm
May 26, 2016	Joint Full Board	12pm with lunch

XXIII. Special Recognition

The Executive Director presented Piedmont Business Department with a certificate for their outstanding work with Early Intervention Implementation. The Executive Director will work out a date and time with that department for a celebratory lunch.

San Leandro HR Department will also receive a certificate and celebratory lunch for their Outstanding Company Nurse Utilization.

XXIV. The meeting was adjourned by Candi Clark at 1:43pm.